

One-time Performance Based Pay Plan
Entheos Academy
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Plan endorsed by Entheos Faculty Committee on Performance Based Pay

Entheos Academy is a free public charter school for grades K-9. We are funded and regulated by the Utah State Office of Education. Entheos is affiliated with Expeditionary Learning Outward Bound (ELOB), a national comprehensive professional school development program.

The mission of Entheos is to inspire the rising generation to reach the heights of their potential, ignite their curiosity to venture into challenging new learning experiences, and empower them to become leaders through service, who are committed to family and community....Then they can achieve their goals and dreams.

We strive to accomplish this mission through fieldwork that enhances learning through expeditions that take students through a topic of study in the classroom as well as into the community and the natural world. Students meet real world experts and provide service to authentic audiences. Engaging curriculum covers all of the state standards for each grade in a student centered and active learning approach culminating in an assessment through exhibition of skills and portfolio.

The school has a philosophy that we are crew and not passengers. Teachers and students have a philosophy of excellence that requires everyone to be challenged by hard work and discover individual talents and gifts. Service within the school and to the community is emphasized and projects are completed every year by every student. When these practices are combined with leadership principles students are empowered to make a difference in their world today and tomorrow.

Plan for Increasing the Effectiveness of Crew

Using best practices research we are going to implement three Professional Learning Communities (PLC's). The Primary Team will be led by Destiny Turner a, a third grade teacher, and include grades K-3. The Upper Elementary Team will be led by Tammy Johnston, a school Teaching and Learning Consultant and former 5th grade teacher. The Upper Elementary team includes grades 4-6. The Middle School Team led by Kathy Millar, an 8th grade language arts teacher, will include the teachers for grades 7-9. Each of these PLC's will have 6-7 teachers on their PLC Crew. The School Director, Craig Pace and the Special Education Director, Karen Kendall will sit on each PLC Crew.

The PLC Crews will meet twice a month for and focus on essential learning targets for the students and evaluate actual student work related to the essential learning targets. Each PLC Crew will

complete training in September of 2008 on how to conduct a Professional Learning Community, common assessments, student interventions and recording and understanding data. Teachers in a school and its administrators continuously seek and share learning and then act on what they learn in a PLC. The goal of their actions is to enhance their effectiveness as professionals so that students benefit. This arrangement has also been termed communities of continuous inquiry and improvement. Richard DuFour, Robert Eaker and Rebecca DuFour are the authors of the model of Professional Learning Communities that will be in use at Entheos.

How Entheos Will Spend Its Allocation

1. Each of the three Professional Development Crews will be eligible for one-third of the total compensation.
2. Criteria:
 - Each team is eligible for their one-third if they complete the PLC Crew Training provided by the Director for 8 hours in September and
 - They conduct at least 16 PLC Crew meetings during 2008-09 and
 - Each team member presents student work, essential learning target for that work and a common assessment for identifying progress in the target at least 8 times during the school year. Usually teachers have agreed ahead of the meeting which essential learning target the student work will address and all will present student work for this target. These are the current learning targets being emphasized in class at the time.
3. The Director will observe each PCL crew meeting and keep a record of who presented student work at the meeting.
4. Each team will be allowed to spend their one-time compensation as they wish. While most will probably use the money to pay a small stipend for the extra time spent at the 16 meetings and the 8 hour training, the PCL Crew may choose to buy equipment or materials for their grades as approved by the Director.
5. In the event that a teacher does not present at least 8 times during the year they will not be eligible for the one- time performance money. In the event that a PCL crew does not complete training or hold the requisite number of meetings, they will not be eligible for the one-time performance pay.

According to some large district pre-planning for the One-time Performance Pay as published in articles in the newspaper it appears that Entheos would be entitled to \$12-15,000.00 as a school entitlement. We recognize this is a guesstimate. If every teacher in the school qualifies for this money it would be worth a little less than \$1,000.00 per teacher. It is very unlikely that an entire team will not qualify for their one-third.

Measures of Student Success

Entheos Academy completes many types of measures of student progress each year. Common assessments, collected and developed and administered by teachers fit the 'authentic assessment' and 'exhibition of skills' philosophy of an ELOB School. This one-time performance pay grant will

not be used to measure any state criterion-referenced or norm referenced assessment. Error pattern analysis and program recommendations are already routinely done for State CRT and NWEA MAP testing.

Currently teacher performance is based on a goal setting conference with the director for the upcoming year. These goals are measurable and require at least once per trimester accounting. Teachers build a portfolio of their best teaching and learning practices using all types of media. These are presented to grade level teams and the Director on Reporting Days in the school calendar in which students are not in attendance. October 3, 2008 for first trimester, January 23, 2009 for second trimester and April 17, 2009 for the third trimester are the dates for these presentations.

Additionally the Director includes a yearly narrative about the teacher as observed in walkthroughs and interactions during the school year.

This One-time Performance Pay needs to be utilized to increase the performance of teachers in sharing with each other results of their teaching and helping each other with strategies for modifying what is done in the classroom. While most schools will probably want to show direct student achievement or parent satisfaction data, at Entheos we want to show actual sharing and review of each others' student work. We also want to increase open communication between teachers of what they are good at and what they would like help with. This will increase the comfort level of teachers in each other's classrooms.

The intent of this project is to increase the most accurate and apropos work of teachers and students in the classroom. The intent of this grant is to begin the creation of a 'community of learners' that by the very power and influence on good education of the PCL Crew will create energy to continue these teams without Performance Pay.

In essence then this is the end in mind for this money: Increase the accuracy of teaching and learning to the Essential Learning Targets of the USOE Standards and develop in the school a community of open discussion and sharing in order to make even more timely and accurate decisions regarding teaching and learning at Entheos.

As the Special Education Director and the School Principal (Director) measure participation in Professional Learning Communities the increased awareness and accuracy of best teaching and learning practices will increase student success.

Signed_____ R. Craig Pace, Ph.D. Director

Signed_____Jaren Gibson,, President of the Board

Dated_____

